



LITERATURE REVIEW DETERMINASI OF WORK PRODUCTIVITY AND PERFORMANCE: ANALYSIS OF MOTIVATION AND LEADERSHIP STYLE

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Abstract: Previous research or relevant research is very important in a research or scientific article. Previous research or relevant research serves to strengthen the theory and phenomena of the relationship or influence between variables. This article reviews the Determination of Work Productivity and Performance: Analysis of Motivation and Leadership Style, A Study of the Human Resource Management Literature. The purpose of writing this article is to build a hypothesis of the influence between variables to be used in further research. The results of this research library are that: 1) Motivation has an effect on Work Productivity; 2) Leadership Style has an effect on Work Productivity; 3) Motivation has an effect on performance; 4) Leadership Style has an effect on Performance; and 5) Work Productivity has an effect on Performance.

Keyword: Productivity Performance, Performance, Motivation and Leadership Style

INTRODUCTION

Background of the problem.

Every student, both Strata 1, Strata 2 and Strata 3, is required to conduct research in the form of theses, theses and dissertations. Likewise for lecturers, researchers and other functional staff who actively conduct research and make scientific articles for publication in scientific journals. Based on the empirical experience of many young students and lecturers as well as other researchers, it is difficult to find supporting articles in research as previous research or as relevant research. Articles as relevant researchers are needed to strengthen the theory being studied, to see the relationship between variables and build hypotheses, it is also very necessary in the discussion section of research results. This article discusses the influence of Motivation and Leadership Style on Work Productivity and their impact on Performance, (A Study of Human Resource Management Literature)

Formulation of the problem

Based on the background, the problems to be discussed can be formulated in order to build hypotheses for further research, namely:

- 1) Does Motivation affect Work Productivity?
- 2) Does Leadership Style Affect Work Productivity?

- 3) Does motivation affect performance?
- 4) Does Leadership Style Affect Performance?
- 5) Does Work Productivity affect Performance?

LITERATURE REVIEW

Work productivity

Work productivity is a mental attitude. Mental attitude that is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and tomorrow better than today. (Komariyah, 2021).

Productivity is a mental attitude that always holds the view that the quality of life today must be better than yesterday and tomorrow better than today. To achieve work productivity, one must be able to correctly determine the resources that must be used. (Arifudin et al., 2020)

Productivity is a comparison between the results achieved (outputs) with the overall resources (inputs) consisting of several factors such as land, buildings, machinery, equipment, and human resources which are strategic targets because increasing productivity depends on the ability of human resources. (Widowati, 2017)

Performance

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him and the performance of the employee depends on the ability, work effort and job opportunities which are assessed from the output. In addition, performance is defined as the result of an employee's work, a management process or an organization as a whole, where the results of the work must be demonstrated in a concrete and measurable manner. Based on several theoretical studies above, in this study, employee performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity and time. (Bahri, 2016)

In this study, employee performance consists of seven indicators, namely: 1) Accuracy of completion of the work plan concept, with indicators of the level of suitability of tasks with the uniqueness of the work model; 2) Ability to solve problems, with indicators of the level of timeliness in solving problems and the level of suitability of working time; 3) Making work models, with indicators of the level of ability to develop work systems independently and according to SOPs, the level of ease of job evaluation; 4) Educational background and experience, with indicators of level of suitability of educational background and experience in carrying out job duties, level of suitability of education level; 5) Initiatives to deal with work, with indicators of the level of suitability of initiatives in dealing with work, the level of achievement of job simplification; 6) Position loyalty, with indicators of Loyalty level and helping colleagues; 7) Cooperating, with indicators of the level of ability to provide convenience for colleagues in carrying out work, the level of conformity of work with the vision and mission, the level of suitability of the ability to work individually or in groups, the level of ability to lead others. (Bahri, 2016)

Motivation

Motivation is a collection of psychological processes that cause the movement, direction, and persistence of a voluntary attitude that leads to goals, and motivation is a set of energetic forces that coordinate inside and outside an employee, which drives work effort, in determining the direction, intensity, and persistence. (Widowati, 2017)

Motivation is what is done by manager workers who provide inspiration, encouragement and enthusiasm to people or subordinates, in this situation employees are

required to take certain actions. So, work motivation is what can bring encouragement or enthusiasm to work. Some of them that affect work motivation are superiors, colleagues, environment, regulations, incompatibility of currency and non-currency, type of work and challenges.(Ernanda et al., 2020)

Mashlow's theory put forward by Abraham Maslow is the most famous motivational theory about human nature, that humans have a body and soul that is of good value, and has potential. He hypothesized that in every human being there is a hierarchy of five needs, including physiological (physiological), namely basic needs such as: hunger, thirst, sexual, and other physical needs. Second, a sense of security (safety and security). The desire to be protected from physical and emotional harm. Third, a sense of belonging or social (belongingness and love). Affection, belonging, acceptance, and friendship. Fourth, appreciation (esteem). Internal and external reward factors. Fifth, self-actualization (self actualization) growth, achievement of one's potential, and self-fulfillment.(Qolbi et al., 2021)

Leadership Style

Leadership style basically contains an understanding as a manifestation of the behavior of a leader regarding his ability to lead. The embodiment usually forms a certain pattern or shape. Leadership style is a behavioral norm used by a person when that person tries to influence the behavior of others as he sees it. Each leader has a way / style / type that is different from one another in leading an organization or company. Leader behavior is something that can be learned and trained to become an effective leader.(Wahyudi, 2016).

The success of leading subordinates in the organization is one of the keys to the effectiveness of the implementation of work, and can further lead to success in achieving organizational goals. The leadership in question is the leadership style according to Rensis Likert.(Yuniarti & Suprianto, 2020)

The concept of leadership in the Qur'an, leadership is an unavoidable element in this life, it is human nature to always form a community and in a community a leader is always needed.(Cahyadi, 2019)

Tabel 1: Penelitian terdahulu

No	Author (year)	Previous Research Results	Equation with this article	Difference with this article
1	(Komariyah et al., 2021)	The influence of the principal's leadership style and achievement motivation on the work productivity of kindergarten teachers in Patebon District, Kendal Regency	Leadership Style has a positive and significant influence on Work Productivity	Achievement Motivation has a positive and significant influence on Work Productivity & Performance
2	(Yakob, 2019)	Teacher Commitment and Work Motivation in Increasing Work Productivity	Motivation has a positive and significant influence on Work Productivity	Teacher commitment has a positive and significant influence on Work Productivity
3	(Wahyudi;, 2016)	The Influence of Leadership Style, Motivation, and Work Discipline on Employee Performance at PT. Mitra Harindo (Case Study on	Motivation has a positive and significant influence on Work Productivity	Leadership Style Has No Effect on Performance and Work Discipline Has a Positive and Significant Effect on

		Employees of PT. Mitra Harindo)		Performance
4	(Ernanda, 2020)	The Influence of Work Environment, Work Motivation on Employee Performance at the branch of pt. Bni, tbk. Medan city	Motivation has a positive and significant influence on performance	Work Environment has a positive and significant influence on Performance
5	(Qolbi, 2021)	The Effect of Training and Motivation on Employee Performance with Work Productivity as an Intervening Variable at Islamic Commercial Banks in Palembang City	Motivation has a positive and significant influence on Work Productivity	Training has a positive and significant impact on Work Productivity
6	(Widowati, 2017)	Motivation and Work Environment on Work Productivity of Lp3i Jakarta Polytechnic Employees	Motivation has a positive and significant influence on Work Productivity	The Work Environment has a positive and significant influence on Work Productivity
7	(Yuniarti & Suprianto, 2020)	The Influence of Leadership Style and Education Level on Employee Performance at the Operations/Production Directorate of Pt. X	Leadership Style has a positive and significant influence on Performance	Education level has a positive and significant influence on performance
8	(Sugiyono, 2016)	The Influence of Motivation and Leadership Style on Work Productivity for Production Employees at PT Tuntex Garment Indonesia	Leadership Style has a positive and significant influence on Work Productivity	Motivation does not have a positive and significant effect on Work Productivity
9	(Cahyadi, 2019)	The Influence of Leadership Style and Work Environment on Employee Performance in Islamic Perspective	Leadership Style has a positive and significant influence on Performance	The Work Environment has a positive and significant influence on Performance
10	(Suwati, 2013)	The Effect of Compensation and Work Motivation on Employee Performance At Pt. Samarinda Green Shoots	Motivation has a positive and significant influence on performance	Compensation has a positive and significant effect on Performancea
11	(Murdani & ..., 2018)	The Influence of Motivation, Leadership and Work Discipline on Employee Performance at the Wangaya Regional General Hospital, Denpasar City	Motivation and Leadership Style have a positive and significant influence on Performance	Work Discipline has a positive and significant influence on Performance
12	(Asmalah, 2018)	The Effect of Motivation and Work Discipline on the Performance of Elementary School	Motivation has a positive and significant influence on performance	Work Discipline has a positive and significant influence on Performance

		Teachers in Parung Panjang District, Bogor Regency		
13	(Sabena, 2016)	The Effect of Work Motivation and Job Satisfaction on Increasing Employee Work Productivity	Motivation has a positive and significant influence on Work Productivity	Job Satisfaction has a positive and significant influence on Work Productivity
14	(Wahid, 2018)	The Influence of Leadership, Motivation and Work Discipline on Employee Performance of the Personnel and Human Resources Development Agency of Takalar Regency	Leadership and Motivation have a positive and significant influence on Performance	Work Discipline has a positive and significant influence on Performance
15	(Sabaruddin & Marissa, 2018)	The Influence of Leadership, Work Environment and Discipline on the Performance of Office Employees Uptp Kendari Productivity Improvement Center	Leadership Style has a positive and significant influence on Performance	Work Environment and Discipline have a positive and significant influence on Performance

RESEARCH METHOD

The method of writing scientific articles is by using qualitative methods and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Scholar Google and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that it is exploratory, (Ali & Limakrisna, 2013).

FINDINGS AND DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article in the concentration of Human Resource Management obtained a discussion, namely:

The Effect of Motivation on Work Productivity.

This is reinforced by the opinion (Yakob, 2019) which states that motivation is formed from a person's attitude in dealing with work situations in an organization/company (situation). Which shows that there is a positive and significant influence between work motivation and work productivity. This shows that low work motivation will significantly affect the achievement of work productivity.

Some employees feel a lack of motivation from the direct leadership. Employees really need motivation and positive things at work because it can foster enthusiasm in working to achieve company targets. Motivation that has not been optimal could be the cause of not achieving the performance standards that have been set. (Qolbi et al., 2021)

The Influence of Leadership Style on Work Productivity.

Leadership style is the pattern of behavior a person exhibits when trying to influence the activities of others as perceived by other people. Leadership is also one of the factors that determine the survival of a company. Basically the leader in the company is responsible for human resource issues by paying attention to the aspect of improving the quality of the workforce and employee morale, it is hoped that productivity will increase. In this case it can be assumed that the leadership style of a company leader can affect employee productivity.(Sugiyono, 2016)

To support the success of the management function in the company, the existence of a leader who can carry out the tasks and functions of management is certainly needed. Because with the ability of the leader to influence and move others to work to achieve company goals. The leadership role in every company, no matter how small the level of leadership, is very dominant in developing the productivity of the company. Besides that, the leader figure in the company becomes a liaison between the company owner and the employees.(Sugiyono, 2016)

The Effect of Motivation on Performance.

Motivating describes the psychological process that causes arousal, guidance and persistence towards one's own choice of action that leads to a goal or goal. Giving the right motivation will create enthusiasm, willingness, and sincerity to work in an employee. The more enthusiasm and willingness to work, it can make work more leverage, so that it can increase work productivity.(Ernanda et al., 2020)

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Motivation is formed from the attitude of employees in dealing with work situations in the company (situation). Motivation is a condition or energy that moves employees who are directed or directed to achieve the goals of the company's organization. The mental attitude of employees who are pro and positive towards the work situation is what strengthens their work motivation to achieve maximum performance.(Widowati, 2017)

Influence of Leadership Style on Performance.

Leadership concerns the proper handling and management of organizational resources to obtain the desired results. leadership is the ability to influence individuals and groups to achieve goals. a leader will set direction through a vision, then pool and align organizational resources appropriately.(Cahyadi, 2019)

Effect of Work Productivity on Performance.

Productivity is a concept that supports the linkage of work results with something needed to produce products from labor, and Productivity is the relationship between real and physical results (goods or services) with actual inputs, for example productivity, productive efficiency measures, a comparison between results. output and input results”(Widowati, 2017)

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for thinking in this article is as follows.

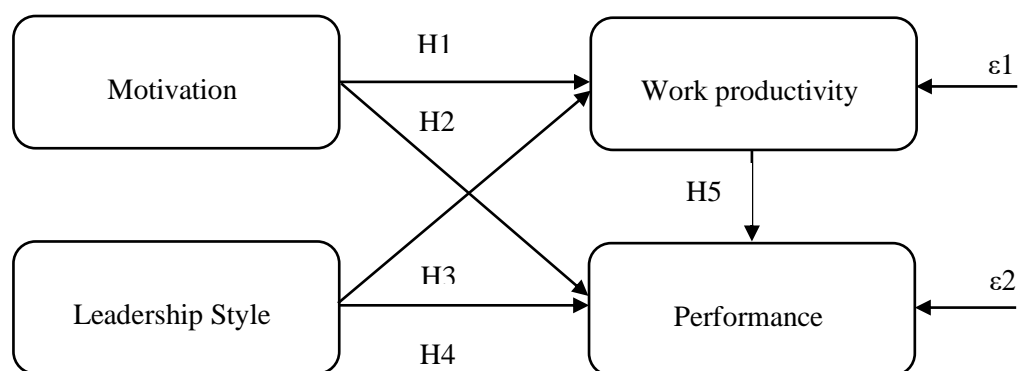


Figure 1: Thinking Framework

Based on the conceptual framework picture above, then: Motivation and Leadership Style affect Work Productivity and Performance either directly or indirectly.

Apart from the variables of Motivation and Leadership Style that affect Work Productivity and Performance, there are still many other variables that influence it, including the variable:

- 1) Work Discipline: (Elmi et al., 2016), (Ali, 1926), (Agussalim et al., 2016), (Anwar et al., 2020), (Wahyudi, 2016),
- 2) Performance Effectiveness: (Prihadi & Meilani, 2020)
- 3) Performance Appraisal: (. & Lilianti, 2020)
- 4) Commitment: (Limakrisna et al., 2016), (Harini et al., 2020), (Prayetno & Ali, 2017), (Riyanto et al., 2017) dan (Masydzulhak et al., 2016)
- 5) Creativity: (Desfiandi et al., 2017), (Yacob et al., 2020), (Richardo et al., 2020), (Widayati et al., 2020a), (Prayetno & Ali, 2020) dan (Widayati et al., 2020b).

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on theory, relevant articles and discussions, hypotheses can be formulated for further research: 1) Motivation has an effect on Work Productivity. 2) Leadership Style has an effect on Work Productivity. 3) Motivation has an effect on performance. 4) Leadership style has an effect on performance. 5) Work productivity affects performance.

Suggestion

Based on the conclusions above, the suggestion in this article is that there are many other factors that affect Work Productivity and Performance, apart from Work Productivity and Performance at all types and levels of organizations or companies, therefore further studies are needed to find out What other factors can affect Work Productivity and Performance other than those examined in this article, such as: Work Discipline, Work Effectiveness and Work Appraisal.

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